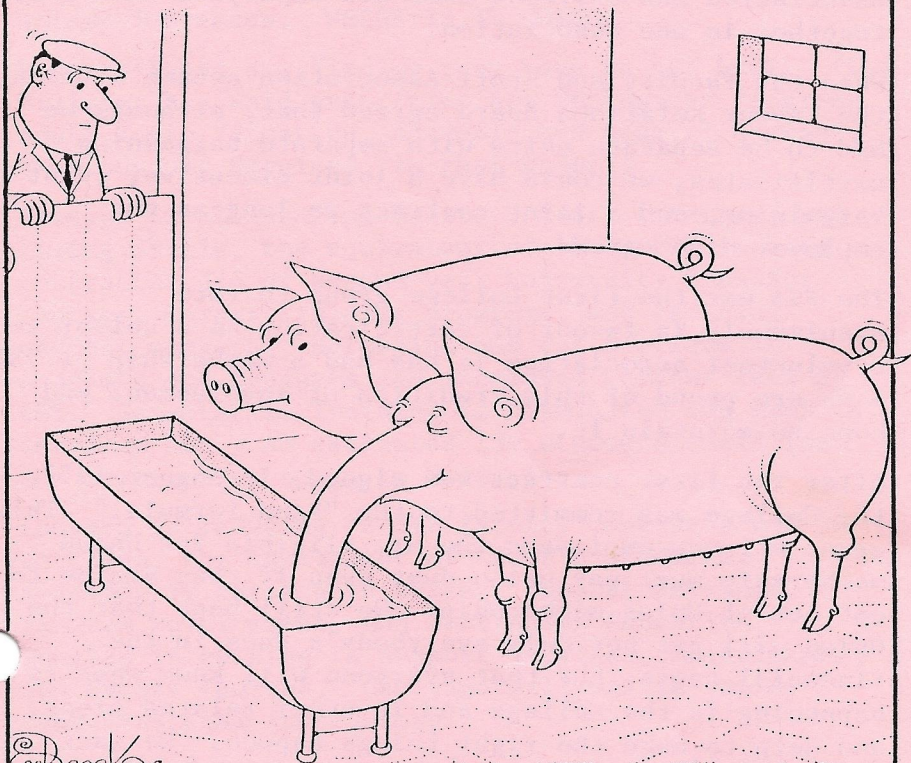


FSA NEWSLETTER



Beesley

617

Mixed animals are more successful

AUGUST

1981

Welcome to all new FSA members! Did you get our welcome package with your contract? If not, call Jocelyn Creigh, Local 49, Abbotsford.

WELCOME BACK, EVERYBODY!

As our cartoon suggests, the Faculty and Staff Association is one of a kind, certainly in BC and, so far as we know, in the country. Since October 1975, just after the College began full-time operation, the Association has believed that all employees should be together in one association.

When the Faculty and Staff Association became a Union, the Labour Relations Board agreed that, although we had to be separate units with separate bargaining certificates, we could have a joint executive, joint bargaining, and a joint contract so long as the employer also agreed.

The FSA was the first College group to vote unanimously in favour of certification as a union; as a volunteer association it has had a membership of 93% - we are proud of this tradition of involvement and hope to maintain it.

After the first contract was signed, in August 1977, the College was committed to the "Rand formula." This means all new employees who are eligible for Union membership must pay union dues even if they decide to opt out of Union membership. We still hope that the Union will get not only everybody's dues in the financial sense, but that everyone will know what is happening in the College and in other related areas, and help to make the right things happen. We want your interest, your suggestions, and your involvement in the work of the FSA - what you can give, not just what you have to; your concern and not just your cash.

You will be receiving nomination forms soon for various College committees. What are you going to do this year? Minutes of meetings are posted on the boards. What useful comments could you make to your representatives on them?

In other words, WELCOME BACK TO WORK, FOLKS.

NEWS FROM ROUND THE PROVINCE

* CIEA (College-Institute Educators' Association) is presenting a brief to the Ministry of Education on the shortfalls in post-secondary budgets. The increase in college budgets was 22% in the legislative vote. And the 22% included capital support so the running expenses (operating budget) got an increase of 19%. The Minister of Education said that 3% less than this would be given. 16% is not being eaten up in salary increases. WHERE IS IT GOING?

Most colleges are finding they have to cut back. (The Minister has said priorities are Employment Programs, Adult Basic Education, Academic and General Courses, then Support Services, in that order.)

Camosun is eliminating Theatre, Basic Literacy, and Living Skills, the equivalent of 15-20 FTE faculty contracts, 3/4 of second-year University Transfer courses, Career Training programs, and reducing student numbers. Malaspina has cut sections in Academic and Business and increased student fees by 60%. Secretarial Training is eliminated and support services cut. An estimated 130 students could lose the opportunity to go to Malaspina.

Langara is reducing 12 FTE faculty contracts and 90 sections, the equivalent of 400 FTE students. Kwantlen is cutting in Career, Support Services, Program Development, and Continuing Education. Douglas is cutting in Support Services, Maintenance, and Career courses. Capilano will not re-employ many sessional instructors.

Cariboo's Principal decided to terminate 13 faculty members and put four more on part-time. Physical Education, Archaeology, and Community Health programs are terminated. Selkirk is reducing some Career programs and largely eliminating History and Physical Education. It is restricting enrollment in Forestry, College Prep, and Continuing Education.

Okanagan refused to re-open salary negotiations and has money for programs as a result of faculty getting 5% less than the rise in the cost of living. Trouble is coming.

New Caledonia has eliminated Music, Art, and Spanish; reduced Geography by 50%; terminated five faculty and five staff; and created 10 new faculty and 10 new staff positions. Both the Faculty Union and AUOE are angry at this.

East Kootenay is okay.

CIEA suggests funds are not being fairly distributed, OR that the Ministry of Universities, Science, and Technology is getting money to expand technology which may supplant the colleges. It has vast increases while the colleges - which come under a different Ministry - are being made to cut back.

The opportunities in Careers and in second-year University courses are significantly reduced for college students on satellite campuses and in some rural districts.

OLI (the Open Learning Institute) and KNOW (see our next issue) are expected to provide substitutes. The universities, which are less cost-effective than the colleges in equivalent undergraduate courses, are getting larger enrollments. Libraries, counselling, and part-time faculty are especially suffering, as are support services and the community support given by colleges to activities in their regions.

The CIEA brief urges the Minister to take remedial action before September.

PRESIDENT'S MESSAGE

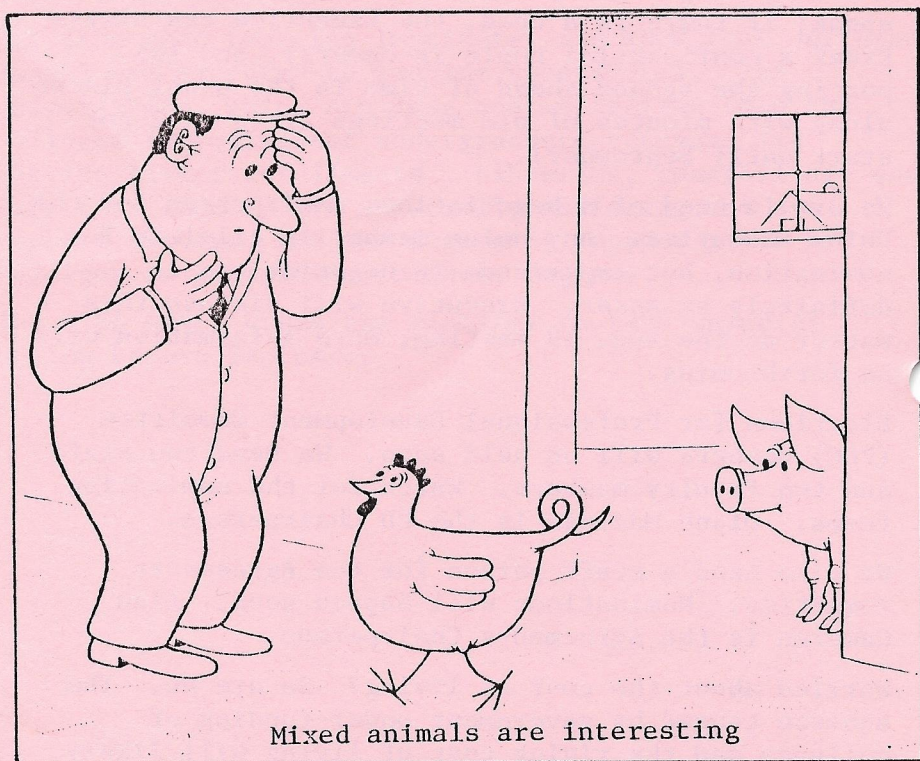
Jocelyn Creigh, the person responsible for the FSA Newsletter, has already said most of my words for me, so I'll be fairly short.

Please allow us a little while to adjust to the shock of regular hours after our summer break. The initial confusion should soon disappear, and the Union will return to its normal timetable of functions.

In brief:

1. There will be a College picnic, probably Sept. 12 at the Abbotsford Airport. Confirmation and more information will appear in August.
2. Union Executive meetings start August 19. We are encouraging observers by (a) reminding you that these meetings are open (union members may attend to speak; if there is a need, the Executive can always treat a confidential topic *in-camera*), and (b) posting the agenda ahead of time in the usual places along with minutes of old meetings (this will not start until September).
3. We are in need of a Negotiations Chairperson for the Union Executive. Any union member is eligible for nomination, but experience in negotiations is definitely an asset. Executive will discuss this matter at the Aug. 19 meeting; more information will be forthcoming.
4. Elections for Professional Development Committee (PDC) members will be held soon. We need two staff and two faculty members. Watch for the nomination forms. Diane MacLean is the PD Chairperson.
5. We also need a staff person for the Agreements Committee. Nominations will happen soon. Alan Cameron is the Agreements Chairperson.
6. Worried about the cost of living? So are we. The squeeze caused by government under-funding of colleges and the rising cost of living will likely mean very hard negotiations this winter. We need your support if we expect to make any gains or even keep what we have. We will be asking for help but don't wait - DO SOMETHING DIFFERENT - VOLUNTEER!

If you have questions or problems, try your area shop steward or the Grievance Chairperson, Ken Fernstrom. You can also phone me (try either campus or home, 858-3221), Doug McDowell, FSA President.



Mixed animals are interesting

